



African American Advisory Committee

Draft Strategic Plan

September 15, 2003



National Aeronautics and
Space Administration

Goddard Space Flight Center
Greenbelt, MD

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Submitted By:

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1.0 INTRODUCTION AND ADVISORY COMMITTEE OVERVIEW

The Goddard Space Flight Center (GSFC) African American Advisory Committee (AAAC) was established by authority of the Center Director in September 1991. The AAAC's purpose is to assist all levels of management to create an environment that is conducive to the recognition, development, understanding, and utilization of each employee's abilities, skills, and knowledge, in order to achieve maximum productivity. The sponsoring organization is the Office of Equal Opportunity Programs, Code 120.

Values

Accessibility; Inclusion; Accountability; Opportunity; Visibility; Communication; Career Development; Educational Growth; Community; Participation; Teamwork; Respect; Creativity; Agility; Recognition

Vision

To provide a focal point for issues and concerns of African Americans to ensure that a positive and productive work environment exists at Goddard Space Flight Center. This atmosphere shall be conducive to the recognition of the individual strengths of African Americans as vital to the success of Goddard Space Flight Center's mission.

Mission

The African American Advisory Committee will improve our effectiveness at Goddard Space Flight Center by

- (1) Establishing a system of career development and training;
- (2) Creating a supportive work environment (Climate); and
- (3) Increasing GSFC awareness and community outreach.

2.0 CAREER DEVELOPMENT AND TRAINING

- We will encourage the development of a GSFC-wide formal mentoring program through the Office of Human Resources OHR to include clerical, administrative, scientific, and engineering African Americans. We will incorporate mentor accountability within the PIP. We will nurture the development of informal networks through cultural awareness.
- We will promote the advancement of African Americans into management positions by developing extensive management and pre-supervisor training.
 - (1) We will sponsor workshops to prepare African Americans to apply for jobs from upward mobility to Senior Executive Service (SES) levels, improve resume writing and interviewing skills.
 - a) Conduct bi-annual review with OHR on participation of African Americans involving training opportunities.
 - (2) We will promote increased management involvement in developing programs to provide advancement opportunities for African Americans.
 - (3) We will conduct "glass ceiling" studies of African Americans in the GSFC workforce and report results.
- We will foster the advancement of African Americans in leadership positions at GSFC through increasing access to information and opportunity.
 - (1) We will advocate the distribution of information to all employees including Advisory Committee notes, training and development opportunities, and job and upward mobility opportunities.
 - (2) We will announce workshops, current job related training, Upward Mobility Program openings, and Hot Job information in our Newsletter

3.0 SUPPORTIVE WORK ENVIRONMENT (CLIMATE)

GSFC must provide a supportive work environment for all employees in order to provide the atmosphere necessary for the highly creative and innovative work performed by its people.

- We will inform the African American Community of Center-wide problems affecting them and all other constituent groups.
 - (1) We will support the development of formal meetings at the Directorate level to report out status, accomplishments and issues.
 - (2) We will contribute to the Center's annual updates of the affirmative action plan for the hiring, placement, and advancement of women, minorities, and individuals with disabilities. We will serve as a focal point for the concerns of African American employees on matters affecting their employment at GSFC.
- We will engage in personal contact with the Center Director, the Deputy Director, and formally meet quarterly with the Chief, Office of Equal Opportunity Programs and Director, Office of Human Resources and other relevant program managers to help resolve Center-wide problems.
 - (1) We will develop a programmatic initiative to address issues identified.
 - (2) We will provide management with information regarding cultural awareness issues in order to broaden management's understanding of those issues.
 - (3) We will ask management to be accountable for actions taken to promote diversity throughout GSFC.
 - (4) Development of an African-American Speakers Bureau for local advocacy and school access.
- We will support GSFC Awards that reward managers who support inclusion, diversity, promotion and visibility of all employees.
- We will identify and assess barriers to the employment and advancement of African Americans including access to programs and activities, and developing recommendations to their elimination.

4.0 GSFC AWARENESS AND COMMUNITY OUTREACH

The AAAC encourages managers and employees to support GSFC activities. We will make our vision, mission and presence known through various events, so that managers and employees know our purpose at GSFC.

- We will develop and maintain visibility of all African American Civil Servants at NASA's GSFC and the community of our commitment to it's Mission.
 - (1) We will establish quarterly scheduled "Town Halls" with GSFC employees to roll out ideas, review issues and accept feedback.
 - (2) We will maintain liaison with similar committees in other NASA installations, NASA HQ, and other Government agencies.
 - (3) We will take a role in planning and implementing activities surrounding Center commemorative events for African Americans.
 - (4) We will distribute a Center wide Flyer/Newsletter with information, updates and dialogues.

African Americans continue to be under-represented in management. We recognize that targeted outreach activities in the community and the schools will help ensure that African Americans seek technical careers which enable them to participate in GSFC's future. The AAAC believes strongly that future leaders must be developed today, and such development is ongoing in our Community Outreach Program.

- We will give our support to any investment GSFC initiates, to allow African American children and adults to gain necessary skills to compete fairly and advance in under-represented occupational areas.
 - (1) We will participate with the Office Of Human Resources Career Fairs in recruitment activities at public, private, and Historically Black Colleges and Universities (HBCU).
 - (2) We will participate in the annual Next Generation Take our Children to Work Day.
- We will encourage GSFC employees to seek and obtain a higher education and achieve higher goals in their respective careers.
- We will extend our services beyond the GSFC community to local schools, colleges, and universities.
 - (1) We will participate in local public school science fair activities.
 - (2) We will invite local schools to special emphasis programs held Center-wide.